ANGLICAN
CONVOCATION EUROPE

The Canons

of the
Anglican Convocation in Europe

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Preface

These canons are intended to resource, facilitate and regulate the Anglican Convocation in Europe in its ministry and mission to proclaim Christ faithfully to the nations of Europe.

They seek to be:

1. Conciliar, involving Bishops, clergy and laity together in the business of the convocation and Congregations.
2. Enabling, only prescribing that which is necessary to the Convocation and in the spirit of subsidiarity, allowing freedom to Congregations and Ministry Units to shape their ministry and mission in the local context.
3. Permissive, providing the minimal structure necessary to enable the Convocation to function efficiently and effectively as a Diocese within the Anglican Network in Europe.
4. Contingent, recognising that situations will arise that require the canons to be amended or added to in order to meet the needs of the hour.

Canon 1 - The Anglican Convocation in Europe

1. The Anglican Convocation in Europe (ACE) is a voluntary fellowship of faithful Anglican churches who have received Jesus Christ's gift of salvation, live under His Lordship and who:

   1.1. wish to worship the one true God, Father, Son and Holy Spirit, in the Anglican tradition according to Anglican theology and polity and,

   1.2. subscribe in good conscience to the content of the Thirty Nine Articles of Religion, the Book of Common Prayer (BCP) and the Ordinal, the Apostles Creed, the Nicene Creed and the Athanasian Creed, and the Jerusalem Declaration (JD)[1] and,

   1.3. mutually desire to be in partnership in the gospel with each other as a Diocese and,

   1.4. gladly submit to the canons and the Bishops of ACE,

   1.5. support ACE's membership of the Anglican Network in Europe (ANiE), in accordance with the Membership Agreement entered into with ANiE[2] and,

   1.6. subscribe to the Code of Conduct and Safeguarding Policies of both ACE[3] and ANiE,

   1.7. share a mutual intention to, in due course, become (part of) a Province of the Anglican Communion as recognised by the Primates Council of the Global Anglican Futures Conference (Gafcon), hereafter 'the Primates Council'.

[1] See Appendix One: The Jerusalem Declaration.
[2] See Appendix Two: ANiE Membership Agreement.
[3] See Canon 15: Safeguarding, Appendix Nine: Safeguarding Standards, Appendix Ten: Safeguarding Declaration

Canon 2 - The Jerusalem Declaration

2. In relation to the JD these canons shall at all times be read as ACE expressly:

   2.1. endorsing, in full and without equivocation, all the provisions of the JD as if specifically set out and repeated in full herein and,

   2.2. seeking to give the fullest possible expression to the provisions of the JD in its worshipping life and,

   2.3. sharing the understanding of the JD of its original authors[4].

[4] See Appendix Three: The Meaning of the Jerusalem Declaration.

Canon 3 - Bishops

3. The ACE shall at all times be served by one or more Bishops (serving collegially if more than one, with one designated as 'the ACE Bishop' being the 'diocesan', and any others as 'Bishops of ACE') who shall exercise the ministry of a Bishop as set out in the BCP and Ordinal for the Convocation and who:

   3.1. has been a Presbyter of ACE, or of a church whose Anglican Orders are recognised by ACE, for at least five years, and

   3.2. has received in each of the Houses of Synod, the request of at least 75% of those entitled to attend the Synod, after the Synod has,

      3.2.1. identified by simple majority the ministry need for the Bishop and,

      3.2.2. assured itself of the means to meet the financial costs of the Bishop, and

      3.2.3. such request to be notified to the Primates Council, and

   3.3. fulfils the requirements of the Ordinal and,

   3.4. is, or will be, duly consecrated in the Anglican historic succession by not fewer than three Bishops, the chief consecrator to be nominated by the Primates Council, and,

   3.5. has expressed a willingness to so serve and,

   3.6. is accepted by all members of the House of Bishops and,

   3.7. subscribes without equivocation to these Canons and the upholding of them and,

   3.8. is over the age of 30 years and,

   3.9. save with the dispensation of a simple majority of the Synod has not attained the age of 70 years and,

   3.10. out of respect for the diversity of views within global Anglicanism, and for the sake of unity, is male, and,

   3.11. is not divorced and,

   3.12. is not incapacitated and,

   3.13. out of respect for the diversity of views within global Anglicanism and for the sake of unity, accepts that ACE does not and will not have Bishops who are female or divorced, and,

   3.14. accept that ACE will ordain and/or licence women as Deacons and Presbyters and,

3.15. has not been removed or, in the alternative, suspended by ACE from serving as a Bishop, and

3.16. (save in the event of a matter which is a breach of the Convocation safeguarding policy, in which case suspension shall be immediate by a vote of a simple majority of any House of Synod, meeting virtually as necessary, at the first opportunity), a Bishop may be suspended or removed only having

3.16.1. been given a minimum of 90 days' notice in writing of the possibility and the notice shall set out in full the details of the matters concerned and provide any relevant evidence and,

3.16.2. as soon as possible after such notice, be provided with such pastoral and/or legal support as he shall reasonably request, if necessary, at the cost of the Convocation, and,

3.16.3. provided he makes any requests for clarification within 28 days of such notice, receive within 14 days a response to those requests and,

3.16.4. at their election as to, whether by themselves or another and in public or in writing, have the opportunity to make any representations they wish to make for up to 5 hours to the Synod and

3.16.5. been afforded in any other aspect of a fair hearing as they shall reasonably request at any stage in the process and,

3.16.6. after due account being given for their episcopal office and,

3.16.7. having been found, on the balance of probabilities, by the public vote of at least of 75% of those eligible to vote, in at least two of the Houses of Synod to have

3.16.7.1. by word or conduct demonstrated that they no longer subscribe to the standards set out on Canon 1.2 and/or;

3.16.7.2. publicly taught heresy, false doctrine, or schism without equal public retraction and repentance and/or;

3.16.7.3. violated their ordination or consecration vows and/or;

3.16.7.4. conducted themselves in such a way as to contravene the ACE Code of Conduct - The Expectations of Ministers[5] as currently adopted by the Convocation and/or;

3.16.7.5. been convicted by a court of competent jurisdiction of a crime carrying a possible prison sentence and/or;

[5] See Appendix Five: Code of Conduct - The Expectations of Ministers

3.16.7.6. disobeyed or is in wilful contravention of these Canons and/or;

3.16.7.7. habitually neglected the duties of the Office of Bishop;

3.16.8. had the basis under Canon 3.16.7 above, evidence for such a conclusion and reasons for any proposed suspension or retraction and the terms thereof provided within 14 days of the relevant vote and,

3.16.9. had the opportunity during a period of 30 days of the relevant vote to make representations as to an suitable alternative resolution for the agreement of both himself and at least 75% of at least two House of Synod (meeting if necessary virtually) and,

3.16.10. had the decision of Synod ratified by the Primates' Council meeting, if necessarily, virtually.

3.17. While the subject of a process under Canon 3.16, a bishop shall be entitled to their usual remuneration in all its aspects until the conclusion of the process.

3.18. At all stages, the handling of allegations of misconduct must conform to the ACAS Code of Practice on Disciplinary and Grievance Procedures, or equivalent, if any, in the national jurisdiction.[6]

[6] At Nov 2020 - https://www.acas.org.uk/acas-code-of-practice-for-disciplinary-and-grievance-procedures/html

Canon 4 - Assistant Bishops

4. Provided always that the Assistant Bishop complies with the requirements of Canon 3 and the decision is unanimous, the House of Bishops may recognise one or more Bishops of any Anglican church represented on the Primates Council, or previously of ACE, as Assistant Bishops of ACE to provide, with their consent, such ministry to ACE as the House of Bishops deems, in their absolute discretion, to be desirable from time to time.

Canon 5 - Presbyters

5. The ACE Bishop, or another Bishop of ACE or Assistant Bishop of ACE, delegated by him, shall by way of ordination and/or license (in the form attached[7]) recognise, or make suitable arrangements for the recognition of, any individual who shall exercise the ministry of a Presbyter (also known as a priest) as set out in the BCP and Ordinal and who,

5.1. is already ordained Presbyter pursuant to Canon 20 or,

5.1.1. have attained the age of 25 years and,

5.1.2. identifies with their biological sex and,

5.1.3. having been ordained as a Deacon normally for not less than 12 months and,

5.2. fulfils the Ordinal and the Code of Conduct - Expectations of Ministers[8] and,

5.3. after examination by the ACE Bishop have satisfied him, including in relation to their godly character, theological and other training and other competencies, that they are suitable for such ministry and,

5.4. gladly submits to the authority of the Bishops of ACE and,

5.5. gladly submits to the authority of these Canons and,

5.6. have expressed a willingness to so serve and so hold the licence of the ACE Bishop and,

5.7. have the consent of all members of the House of Bishops,

5.8. out of respect for the diversity of views within global Anglicanism, and for the sake of unity, accepts that ACE does not and will not have Bishops who are female or divorced, and,

5.9. accepts that ACE has or will have female Presbyters;

5.10. is not incapacitated and,

5.11. whether alone or with others, have been set aside to lead a local Congregation or Mission Unit of ACE or such other ministry as shall be the said licence be so specified.

[7] See Appendix Four: Licenses
[8] See Appendix Five - Code of Conduct - Expectation of Ministers 'Faithfulness in Service'

Canon 6 - Deacons

6. The Bishop of ACE shall recognise by way of the making of a Deacon or ordination and/or license any individual who shall exercise the ministry of a Deacon as set out in the BCP and Ordinal and who,

    6.1.1. having attained the age of 24 years and,

    6.1.2. identifies with their biological sex and,

    6.2. have undertaken a Future Ministry Exploration Conference[9], with a recommendation to explore ordained ministry and,

    6.3. after examination by the ACE Bishop have satisfied him, including in relation to their godly character, theological and other training and other competencies, that they are suitable for such ministry and,

    6.4. fulfil the Ordinal and the Code of Conduct - Expectations of Ministers[10] and,

    6.5. gladly submit to the authority of the Bishops of ACE and,

    6.6. gladly submit to the authority of these Canons and,

    6.7. have an expressed a willingness to so serve and so hold the licence of the ACE Bishop and,

    6.8. out of respect for the diversity of views within global Anglicanism, and for the sake of unity, accepts that ACE does not and will not have Bishops who are female or divorced and,

    6.9. accepts that ACE has or will have female Presbyters;

    6.10. is not incapacitated and,

    6.11. whether alone or with others, have been set aside to lead or assist in leading a local Congregation or Mission Unit of ACE or such other ministry as shall be the said licence be so specified, and

    6.12. ordination as a Deacon does not carry any expectation of ordination as Presbyter and any decision to remain a Deacon will be regarded as equally estimable to the contrary.

[9] See Appendix Six: Future Ministry Exploration Conference
[10] See Appendix Five - Code of Conduct - Expectation of Ministers 'Faithfulness in Service'

Canon 7 - Archdeacons, Canons, Chaplains, Deans

7. The ACE Bishop, provided always that he have the unanimous agreement of the House of Bishops so to do, and having identified a specific ministry, may licence and then shall commission any Deacon or Presbyter to that ministry as an Archdeacon, Canon, chaplain, or Dean, or such other recognised ecclesiastical title as is most appropriate to the ministry identified.

Canon 8 - Public Preachers

8. At the request of a Congregation or Ministry Unit, including its Presbyter, or in the absence of a Presbyter, a Congregation or Ministry Unit with the support and oversight of a Convocation Presbyter, the ACE Bishop, provided always that he have the unanimous agreement of the House of Bishops so to do, and having identified a specific ministry, may license a person as a Public Preacher, to lead and/or preach at public worship in an ACE Congregation or Ministry Unit, but not to administer the sacraments, to proclaim the good news of Jesus Christ in the community, to pioneer new Ministry Units, or as the said licence be so specified, such licence to be reviewed by the ACE Bishop every three years and shall be terminable by him at any time as he, in his absolute discretion, deems necessary.

Canon 9 - Congregations

9. Provided always that any Congregation is hereby declared to be at liberty to leave ACE without hindrance or penalty at any time, unless and until determined otherwise by Synod and provided that they are a Registered Charity and/or a Limited Company (or equivalent in their national jurisdiction) any local Congregation will be welcomed into and continue in the Convocation by its Bishops, clergy and Synod if the said Congregation is one in which, by a means of their choosing, affirms that they,

    9.1. are a Congregation of faithful Christians where the pure Word of God is taught, and the sacraments are duly administered and,

    9.2. save for a vacancy, will be led by a Presbyter (hereafter the 'lead Presbyter') holding the licence of the ACE Bishop and,

        9.2.1. who, where employed by the Congregation, has a contract of employment under their national jurisdiction in terms not materially different to the model clergy contract[11] and,

    9.3. accept, in good conscience the provisions of the JD and,

    9.4. submit gladly to the authority of the Bishops of ACE and,

    9.5. submit gladly to the authority of these Canons and,

    9.6. agree to fulfil all canonical requirements for safeguarding and,

    9.7. wish to be welcomed by ACE and,

    9.8. are governed by a body comprised, as a minimum, of the lead Presbyter and lay representatives of the Congregation, and

    9.9. will provide representation to Synod as set out in Canon 12, and

    9.10. will, if at all possible, support ACE financially in the manner set out in Canon 13, and

    9.11. that they regularly assemble as a gathering of not less than 25 persons having attained the age of 16 years, in person where possible and/or virtually and/or in person where necessary, and

    9.12. have a current Affiliation Agreement with ACE in the form attached[12].

[11] Appendix Eleven - Model Clergy Contract
[12] Appendix Seven: Affiliation Agreement: Congregation

Canon 10 - Ministry Units

10. Any local (or of necessity, virtual) Congregation unable to meet one or more of the criteria of Canon 9 will be welcomed into the Convocation by its Bishops, clergy and Synod if the said Congregation is one in which, by a means of their choosing, affirms that they,

    10.1. are a Congregation of faithful Christians where the pure Word of God is taught,

    10.2. accept, in good conscience the provisions of the JD and,

    10.3. submit gladly to the authority of the Bishops of ACE and,

    10.4. submit gladly to the authority of these Canons and,

    10.5. agree to fulfil all canonical requirements for safeguarding and,

    10.6. wish to be welcomed by ACE and,

    10.7. will provide representation to Synod as set out in Canon 12 and,

    10.8. will, if at all possible, support ACE financially in the manner set out in Canon 13 and,

    10.9. that they desire in due course to become an ACE Congregation and,

    10.10. have a current Affiliation Agreement with ACE in the form attached[13].

[13] Appendix Eight: Affiliation Agreement: Ministry Unit

Canon 11 - Locally Reserved Matters

11. Save as provided herein, and amongst other things, the following issues are specifically reserved to the discretion of Congregations or Mission Units and no requirement shall be made in respect of them, save by a change to these Canons duly passed by Synod:

    11.1. The governance of Congregations.

    11.2. The legal structures of Congregations.

    11.3. Clerical titles and dress including the desirability and/or type of vesting.

    11.4. The ministry of female Presbyters in the Congregation.

    11.5. The occasional ministry of preachers not licensed by these canons.

    11.6. The permissibility, notwithstanding these Canons, of adult baptism by choice rather than age.

    11.7. The age of admission of children to Holy Communion.

    11.8. The permissibility of divorce and remarriage, save that if the marriage is not the first such for either party and the former spouse is still living, the ACE Bishop shall be consulted and his consent obtained.

    11.9. The content and style of services.

Canon 12 - Synod

12. The ACE shall meet by way of a Synod and the following provisions shall apply,

12.1. The Synod shall be comprise of a House of Bishops, House of Clergy and House of Laity.

12.2. The House of Bishops shall be comprised of the ACE Bishop and the Bishops of ACE, for the avoidance of doubt, not including assistant Bishops as defined in Canon 4.

12.3. The House of Clergy shall be comprised of all the clergy of ACE.

12.4. Subject to Canon 12.6 below the House of Laity shall be comprised of lay representatives for each ACE Congregation based upon the following proportional representation of the number of people who have attained the age of 16 years in that Congregation and declared a desire to be so represented, such as through joining the Church's members roll or electoral roll or equivalent:

- one lay representative for up to 50 such persons;
- with one additional representative for every subsequent 50 such persons.

Such representatives, if possible, to remain the same people throughout at least three calendar years from the time of the first meeting of Synod. A representative may serve for a continuous period of 9 years after which they shall not serve for at least a further year.

12.5. Additionally, each Ministry Unit will always have one representative in the House of Laity, in addition to any Deacon or Presbyter serving with that Ministry Unit.

12.6. No person shall participate in Synod unless they:

12.6.1. (or someone on their behalf) has given to the ACE Bishop 21 days' notice of their identity and attendance, and

12.6.2. subscribe in good conscience to the Jerusalem Declaration and the ACE Statement of Values and Convictions[14] and,

12.6.3. have attained the age of 18 years and,

12.6.4. have received no rejection of their attendance from the ACE Bishop, reasonably exercised, on the basis of conduct or lifestyle inconsistent with the standards of Canon 1.2;

[14] Appendix Twelve: ACE Vision, Identity, Values & Convictions

Or,

12.6.5. in exceptional circumstances, have received written permission from the ACE Bishop to replace a participant who has already fulfilled the above criteria but is incapacitated.

12.7. The Synod shall be regarded as quorate provided that at least one member of the House of Bishops and 75% of both the House of Clergy and House of Laity are present.

12.8. The Synod may not alter Canon 1.2 or this clause.

12.9. The Synod may not make any change to these Canons that would place the Convocation out of Communion with the Primates Council, or otherwise be rejected by them, unless it receives the unanimous support of the House of Bishops and the support, by vote, of at least 90% of both the Houses of Clergy and Laity.

12.10. Save as provided for above, the Synod alone may change the provisions of these Canons, or any part of them, provided always that such a change receives in each of the three Houses the agreement, by vote, of 75% of those eligible to vote.

12.11. Save as provided for above, in all other matters a simple majority in each House of those present to vote will be sufficient, provided always that the Synod has not by prior vote of a simple majority in each of the three Houses of those present imposed a greater, but never lesser majority, as required for approval.

12.12. The ACE Bishop, or someone entitled to be present and appointed by him, shall chair Synod.

12.13. The ACE Bishop shall ensure that the Synod:

12.13.1. is called to meet not less than once in every 12-month period, if necessary, such meeting to include remote attendance by electronic means,

12.13.2. meets only after:

12.13.2.1. a minimum of 42 days' notice in writing is given to all Presbyters, Deacons, Congregations and Ministry Units of the intention to call a Synod and

12.13.2.2. a minimum of 28 days' notice in writing being given as to the business to be considered.

12.14. Any Synod participant may request for any matter to form part of the Synod's business, and the same to occur, provided that:

12.14.1. (save for a proposed change to these Canons) it is not inconsistent with these Canons and/or is not, in the discretion of the House of Bishops trivial, vexatious, frivolous or illegal and that,

12.14.2. in the view of the ACE Bishop or the Synod there is sufficient time available to give the matter proper consideration; in the absence of sufficient time available it shall form a part of the business of one of the next two meetings of Synod unless the requesting member freely gives written consent to the contrary.

12.15. The Synod shall manage its own business and procedure, including the appointment of a Chancellor and Registrar, and without prejudice to the generality of the foregoing and subject to the provisions below, is specifically authorised by this Canon, and without further amendment to these Canons, to appoint a Chancellor, a Registrar and a Standing Committee provided that:

12.15.1. the Standing Committee comprised as follows:

12.15.1.1. the ACE Bishop, or at his request, a Bishop of ACE elected by the House of Bishops and,

12.15.1.2. at least three Presbyters from the House of Clergy elected by the House of Clergy and,

12.15.1.3. such number of members of the House of Laity as shall be equal to the sum of 12.15.1.1. and 12.15.1.2. above plus one, elected by the House of Laity;

12.15.2. the Standing Committee shall be elected in the following way:

12.15.2.1. At every Synod one-third of the elected members of the Standing Committee shall retire from office. If the number of elected members is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one he or she shall retire.

12.15.2.2. The Standing Committee members to retire by rotation shall be those who have been longest in office since their last appointment or reappointment. If the longest serving were appointed or reappointed on the same day they shall retire by agreement or by lot.

12.15.2.3. Any person who retires from the Standing Committee by rotation or by giving notice may be eligible for reappointment. A member who has served three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

12.15.2.4. Those standing for election must provide Synod with a summary of their Christian testimony, ministry experience and reason for standing, limited to one side of A4 paper. They must also declare that they are eligible to act as a Charity Trustee in England and Wales;

12.15.3. and that a full report of its business be given to the Congregations and Ministry Units within 60 days of its meeting and;

12.15.4. that no decision is inconsistent with these Canons.

12.16. The Synod shall establish Standing Orders of procedure which shall form an Appendix[15] to these Canons.

[15] Appendix Thirteen: Standing Orders of Synod

Canon 13 - Finances

13. Financial oversight of ACE shall be the preserve of Synod and that Congregations and Ministry Units contribute prayerfully, sacrificially and generously according to their resources with the shared expectation that the total costs of ACE broadly will be divided between the Congregations and Ministry Units in proportion to the average Sunday service attendance of those who have attained the age of 16 years.

Canon 14 - Cessation

14. If the ACE Bishop, or in default, the Synod, or in default, any remaining House or Houses of the Synod, is unable to implement one or more of these Canons, the last act of the remaining representatives of Synod shall be to do whatever such acts and sign whatever such documents as are necessary to wind-up or close any legal entity by which the Convocation is constituted.

Canon 15 - Safeguarding

15. It is the absolute requirement of every ACE Bishop, Presbyter, Deacon, Synod, Congregation and Ministry Unit to ensure that every part of the activities of ACE are safe, especially for children and vulnerable adults, and to that end:

    15.1. every Congregation and Ministry Unit shall confirm in their annual review by the church trustees or other legal governance body that their Safeguarding policy is up-to-date. Also, that the Policy meets the legal requirements of their national jurisdiction not less than the expectations of the 'Ten Safeguarding Standards - A framework for creating safer places' developed by Thirtyone:eight[16]

    15.2. every Congregation and Ministry Unit shall annually ascribe and thereafter adhere to their Safeguarding Policy and,

    15.3. any Bishop, Presbyter or Deacon ministering to an ACE Congregation or Ministry Unit in anyway and at any time shall have indicated their assent by signature to Canon 15.1. and 15.2. above and have made the assurances and disclosures required by the Safeguarding Declaration attached[17].

[16] Appendix Nine - Safeguarding Standards
[17] See Appendix Ten: Safeguarding Declaration.

Canon 16 - Forms of Service

16. The only forms of service (including in respect of ordination, baptism, confirmation, marriage and funerals) approved by ACE for use in ACE Congregations and Ministry Units are the 1662 Book of Common Prayer of the Church of England, the 1929 Scottish Prayer Book and the authorised Prayer Book of any Province which at the time of usage is represented on the Primates' Council and no Congregation shall use any:

    16.1. other forms of service without the express written consent of the ACE Bishop and/or

    16.2. form of service which in word or practice contradicts the doctrine or practice of the Convocation as expressed in these canons.

Canon 17 - Baptism

17. Baptism is a sacrament ordained by Jesus Christ. Accordingly:

17.1. all should be desirous of baptism,

17.2. save where there is great cause and necessity, only an ACE Bishop or Presbyter holding the ACE Bishop's licence may conduct a service of baptism in an ACE Congregation or Ministry Unit and,

17.3. accepting always the potential exception provided by Canon 11.6, it is expected of all Bishops, clergy, Congregations and Ministry Units of ACE that they bring those under their care, their dependents and those they have brought to faith, to baptism at the first opportunity and,

17.4. Presbyters baptise those presented for baptism at the first available opportunity and only delay for the purpose of instruction of the candidate and/or those presenting them for baptism and,

17.5. a Presbyter may refuse baptism with the written consent of the ACE Bishop, only for as long as the Bishop permits and subject to the review of the Bishop at such time as he thinks fit, and

17.6. if someone has previously been baptised, then a Presbyter may only offer an affirmation of baptismal vows,

17.7. those baptised should confirm their faith when of age,

17.8. those baptised and/or confirmed should receive a Certificate evidencing the event from the Presbyter or Bishop conducting the service.

Canon 18 - Holy Communion

18. Holy Communion is a sacrament ordained by Jesus Christ. Accordingly:

18.1. All should be desirous of sharing in Holy Communion and,

18.2. Only an ACE Bishop or Presbyter holding the ACE Bishop's licence may conduct a service of Holy Communion in an ACE Congregation or Ministry Unit and,

18.3. Each ACE Congregation should offer the sacrament of Holy Communion regularly and frequently and,

18.4. Both bread and wine should be available equally to all and,

18.5. Any person shall be welcome to take Holy Communion if, and only if, they:

18.5.1. profess to be a Christian and;

18.5.2. are good standing with a church holding to the Trinitarian faith and;

18.5.3. are, in that church, welcome to receive Holy Communion;

18.6. a Presbyter may refuse Holy Communion to any person only:

18.6.1. after the person concerned has been privately warned as to the possibility by the Presbyter and at least one other person acting together and,

18.6.2. after the person concerned has been given the opportunity to repent and/or to make any relevant representations to the Presbyter and other person and,

18.6.3. after the person concerned has been informed privately of the decision and,

18.6.4. after the person concerned has been told what would be required to be admitted or re-admitted to receiving Holy Communion and invited to inform the Presbyter as to how the Congregation might assist him or her to meet those requirements;

18.6.5. if the decision to refuse Holy Communion has been made or reviewed in the three months preceding the latest refusal,

18.6.6. by agreement of the Presbyter and with the approval of the ACE Bishop and then only for such time and in such circumstances as the latter permits.

Canon 19 - Marriage

19. Any Presbyter licensed by the ACE Bishop is hereby authorised to conduct a service of marriage or service of blessing after a civil marriage (or equivalent in the nation concerned) provided that:

19.1. the marriage is between one biological male and one biological female who identify as such and,

19.2. that the Presbyter has done all such actions as may be necessary to be satisfied that:

19.2.1. that the marriage is legal and;

19.2.2. sought without coercion and,

19.3. that the Presbyter is satisfied that the parties are adequately instructed in the Biblical nature of marriage and that,

19.4. the form of service used is in accordance with these Canons.

19.5. if the marriage is not the first such for either party and the former spouse is still living, the ACE Bishop shall be consulted and his consent obtained.

Canon 20 - Other churches

20. The Bishops and clergy of ACE are unable, in conscience, to minister in churches not represented on the Primates Council and therefore,

    20.1. although for the purposes of Canons 3, 4, 5 and 6, the Anglican Orders of those churches are recognised as valid without anything further being necessary,

    20.2. no Presbyter licensed by the ACE Bishop, or Congregation, or Ministry Unit shall permit, encourage, or facilitate, any Bishop not recognised by these Canons to exercise any episcopal ministry in any ACE Congregation or Ministry Unit and,

    20.3. no ACE Bishop is permitted to exercise episcopal ministry in any church not represented on the Primates Council and,

    20.4. no Congregation or Ministry Unit shall receive the ministry of clergy holding a license in a church not represented on the Primates Council on a total of more than four occasions in any one calendar year without giving 28 days' notice of such occurring to and thereafter receiving the consent of the ACE Bishop and,

    20.5. no Deacon or Presbyter licensed by the ACE Bishop shall provide ministry in a church not represented on the Primates Council on a total of more than four occasions in any one calendar year without the consent of the ACE Bishop.

Canon 21 - Clergy Discipline

21. Save in the event of a matter which is a breach of the Congregation safeguarding policy in which case suspension shall be immediate, before any Deacon or Presbyter is deprived by the ACE Bishop of his licence for any period he or she shall:

    21.1. be given a minimum of 90 days' notice in writing of the possibility and the notice shall set out in full the details of the matters concerned and provide any relevant evidence,

    21.2. as soon as possible after such notice be provided with such pastoral and/or legal support as he or she shall reasonably request, if necessary, at the cost of the Convocation,

    21.3. provided he or she makes any requests for clarification within 28 days of such notice, receive within 14 days a response to those requests.

    21.4. at their election as to whether by themselves or another and in public or in writing, have the opportunity to make any representations they wish to make for up to 10 hours to the ACE Bishop, or a group appointed by the ACE Bishop with the agreement of the House of Bishops to consider and report on the facts.

    21.5. be afforded in other aspect of a fair hearing as they shall reasonably request at any stage in the process.

    21.6. be found by the ACE Bishop, on the balance of probabilities, to have

        21.6.1. by word or conduct demonstrated that they no longer subscribe to the standards set out on Canon 1.2 and/or;

        21.6.2. publicly taught heresy, false doctrine, or schism without equally public retraction and repentance and/or

        21.6.3. violated their ordination vows and/or;

        21.6.4. conducted themselves in such a way as to contravene the ACE Code of Conduct - The Expectations of Ministers[18] as currently adopted by the Convocation and/or;

        21.6.5. been convicted by a court of competent jurisdiction of a crime carrying a potential prison sentence and/or;

        21.6.6. disobeyed or is in wilful contravention of these Canons, including, without prejudice to the foregoing generality, Canon 15 - Safeguarding and/or;

        21.6.7. habitually neglected the duties of their Office;

[18] See Appendix Five: Code of Conduct - The Expectations of Ministers

21.6.8. refused wilfully to follow a lawful Godly admonition of the ACE Bishop.

21.7. have the basis under Canon 21.6 above, evidence for such a conclusion and reasons for any proposed suspension or retraction and the terms thereof provided in writing within 60 days of the service notice.

21.8. have the opportunity during a period of 30 days thereafter to make representations as to a suitable alternative resolution for the agreement of both parties.

21.9. While the subject of a process under Canon 21, a member of the clergy shall be entitled to their usual remuneration in all its aspects until the conclusion of the process.

21.10. At all stages, the handling of allegations of misconduct must conform to the ACAS Code of Practice on Disciplinary and Grievance Procedures, or equivalent, if any, in the national jurisdiction.[19]

[19] At Nov 2020 - https://www.acas.org.uk/acas-code-of-practice-for-disciplinary-and-grievance-procedures/html

Canon 22 - Interpretation

22. Throughout these Canons and for the avoidance of doubt, these canons should be interpreted in good faith, in accordance with the ordinary meaning to be given to their terms in their context and in the light of their object and purpose.

22.1. the appendices to these Canons are an aid to understanding them but do not form any part of these Canons.

22.2. the singular shall be understood to include the plural unless the contrary is specified.

22.3. "(the) ACE" and "(the) Convocation" shall have identical meaning, being a diocese-in-formation.

22.4. the "Word of God", the "Bible" and the "Holy Scriptures" shall bear identical meanings, to be understood as the Canonical books of the Old and New Testaments and as the inspired Word of God, containing all things necessary for salvation, and the final authority and unchangeable standard for Christian faith and life.

22.5. "the Book of Common Prayer' means the Book of Common Prayer of the Church of England 1662, to be understood as the standard for Anglican doctrine, discipline and worship.

22.6. the "Ordinal" means the orders of service, published with the Book of Common Prayer and titled 'The Form and manner of making ordaining and consecrating of Bishops, Priests and Deacons'.

22.7. the "Thirty Nine Articles" means the Thirty Nine Articles of Religion of 1562, taken in their literal and grammatical sense, as expressing the Anglican response to certain doctrinal issues controverted at that time, and as expressing fundamental principles of authentic Anglican belief.

22.8. "the College of Bishops" shall comprise the House of Bishops and any assistant Bishops as defined by Canon 4.

22.9. "Bishops of ACE" includes the ACE Bishop.

22.10. By the tradition of Christ's one, holy, catholic, and apostolic Church, "Bishops" are consecrated for the whole Church and are the chief missionaries and chief pastors, guardians and teachers of doctrine, and administrators of godly discipline and governance.

22.11. The meaning of "Episcopal ministry" includes ordaining and licensing clergy, confirming, baptising, presiding at Holy Communion, preaching and oversight and discipline of clergy, Congregations and Ministry Units.

22.12. “Presbyter” shall include those who, by preference, wish to be known by the title of priest, pastor, minister, rector, vicar or Father.

22.13. “Deacon” shall include those who, by preference, wish to be known by the title of pastor or minister.

22.14. “Clergy” includes Presbyters and Deacons but not (assistant) Bishops.

22.15. “Public Preacher” shall include the lay ministry of those otherwise referred to as Readers, Evangelists, and Church Planters.

22.16. “male” shall mean biologically male and identify as such, “female” shall mean biologically female and identity as such.

22.17. no one shall be excluded from ordination as a Deacon or Presbyter by virtue of their biological sex.

22.18. “Holy Communion”, “the Lord’s Supper” and “the Eucharist” are regarded as interchangeable terms.

22.19. “Baptism” and “Christening” are regarded as interchangeable terms.

22.20. “represented on the Primates Council” includes, in addition to those Anglican provinces represented by a Primate, those extra-provincial jurisdictions recognised by the Primates Council.

22.21. “incapacity” refers to significant medical conditions: injury to the body or brain, mental disorder or cognitive impairment resulting in inability to provide the ministry of a Bishop, Presbyter or Deacon determined, if necessary, by examination by an appropriately qualified medical practitioner obtained at the expense of the Convocation or, in the absence of consent, to such examination by the ACE Bishop.

22.22. “virtually” and “attendance by electronic means” shall mean by way of a suitable electronic means in which all participants may communicate with all other participants.

22.23. An “oath” is to be understood in accordance with Article 39 of the Thirty Nine Articles.

22.24. “all things lawful and honest” is limited to the scope of these canons in their original plain meaning and context, and the Bishop may not demand anything beyond this.

Appendix One: Jerusalem Declaration

In the name of God the Father, God the Son and God the Holy Spirit:

We, the participants in the Global Anglican Future Conference, have met in the land of Jesus 'birth.

We express our loyalty as disciples to the King of kings, the Lord Jesus. We joyfully embrace his command to proclaim the reality of his kingdom which he first announced in this land. The gospel of the kingdom is the good news of salvation, liberation and transformation for all. In light of the above, we agree to chart a way forward together that promotes and protects the biblical gospel and mission to the world, solemnly declaring the following tenets of orthodoxy which underpin our Anglican identity.

1. We rejoice in the gospel of God through which we have been saved by grace through faith in Jesus Christ by the power of the Holy Spirit. Because God first loved us, we love him and as believers bring forth fruits of love, ongoing repentance, lively hope and thanksgiving to God in all things.

2. We believe the Holy Scriptures of the Old and New Testaments to be the Word of God written and to contain all things necessary for salvation. The Bible is to be translated, read, preached, taught and obeyed in its plain and canonical sense, respectful of the church's historic and consensual reading.

3. We uphold the four Ecumenical Councils and the three historic Creeds as expressing the rule of faith of the one holy catholic and apostolic Church.

4. We uphold the Thirty-nine Articles as containing the true doctrine of the Church agreeing with God's Word and as authoritative for Anglicans today.

5. We gladly proclaim and submit to the unique and universal Lordship of Jesus Christ, the Son of God, humanity's only Saviour from sin, judgement and hell, who lived the life we could not live and died the death that we deserve. By his atoning death and glorious resurrection, he secured the redemption of all who come to him in repentance and faith.

6. We rejoice in our Anglican sacramental and liturgical heritage as an expression of the gospel, and we uphold the 1662 Book of Common Prayer as a true and authoritative standard of worship and prayer, to be translated and locally adapted for each culture.

7. We recognise that God has called and gifted Bishops, priests and Deacons in historic succession to equip all the people of God for their ministry in the world. We uphold the classic Anglican Ordinal as an authoritative standard of clerical orders.

8. We acknowledge God's creation of humankind as male and female and the unchangeable standard of Christian marriage between one man and one woman as the proper place for sexual intimacy and the basis of the family. We repent of our failures to maintain this standard and call for a renewed commitment to lifelong fidelity in marriage and abstinence for those who are not married.

9. We gladly accept the Great Commission of the risen Lord to make disciples of all nations, to seek those who do not know Christ and to baptise, teach and bring new believers to maturity.

10. We are mindful of our responsibility to be good stewards of God's creation, to uphold and advocate justice in society, and to seek relief and empowerment of the poor and needy.

11. We are committed to the unity of all those who know and love Christ and to building authentic ecumenical relationships. We recognise the orders and jurisdiction of those Anglicans who uphold orthodox faith and practice, and we encourage them to join us in this declaration.

12. We celebrate the God-given diversity among us which enriches our global fellowship, and we acknowledge freedom in secondary matters. We pledge to work together to seek the mind of Christ on issues that divide us.

13. We reject the authority of those churches and leaders who have denied the orthodox faith in word or deed. We pray for them and call on them to repent and return to the Lord.

14. We rejoice at the prospect of Jesus 'coming again in glory, and while we await this final event of history, we praise him for the way he builds up his church through his Spirit by miraculously changing lives.

Appendix Two: ANiE Membership Agreement.

[awaiting approval by the ANiE Synod]

Appendix Three: The Meaning of the Jerusalem Declaration.

https://www.latimertrust.org/product-page/being-faithful-the-shape-of-historic-anglicanism-today

Appendix Four: Licenses

Declaration of Assent

1. Each Deacon, Presbyter or Bishop shall at their ordination, publicly and openly, in the presence of the ordaining Bishop and the Congregation make this Declaration of Assent and declare in writing:

> I, A B, do solemnly make the following declaration: I assent to the Faith which is revealed in the Holy Scriptures and set forth in the catholic creeds, the Thirty-Nine Articles of Religion, the Book of Common Prayer and the Ordinal.

2. The Declaration of Assent is to be made by every Deacon, Presbyter or Bishop who is to be instituted, installed, admitted or licensed to any office in ACE.

Oath of Canonical Obedience

1. Every Deacon, Presbyter or Assistant Bishop shall declare in writing and make this Oath of Canonical Obedience at their ordination.

> I, A B, do swear by Almighty God that I will pay true and canonical obedience to the Bishop of the Anglican Convocation in Europe and his successors in all things lawful and honest: So help me God!

2. The Oath of Canonical Obedience is to be made by every Deacon, Presbyter or Bishop who is to be instituted, installed, admitted or licensed to any office in ACE.

Assent to the Constitution and Canons of ACE

1. Every Deacon, Presbyter or Assistant Bishop on receiving their licence to minister in the Anglican Convocation in Europe is to make this Declaration and declare in writing:

> I, A B, do solemnly and sincerely declare my assent to be bound by the Canons of the Anglican Convocation in Europe as may be made from time to time which have force in this Convocation.

Appendix Five: Code of Conduct - The Expectations of Ministers

https://aceanglicans.org/wp-content/uploads/2023/10/ACE-Code-of-Conduct-July-2023.pdf

Appendix Six: Future Ministry Exploration Conference

ACE is committed to the belief that lay and ordained ministry are equally valuable in the church.

The Ministry Exploration Conference is, therefore, an opportunity for all those who wish to explore the way that God might be calling them to serve Him within or beyond the local church Congregation in the company of brothers and sisters in Christ who are committed to their good and God's glory.

During the conference, the following areas will be explored with the intention of a recommendation being made as to the area/s of ministry best suited to the individual, and the appropriate pathway for them to follow to fulfil that ministry:

Conversion	How they came to faith in Christ. Evidence of a lively faith, sustained by prayer and changed by reflection on God's word.
Conviction	Understanding and commitment to the doctrines set out in the Jerusalem Declaration. Understanding of biblical submission and a willingness to submit to godly authority. How wrestling with doubt, disappointment and failure have helped form a deep and robust faith.
Calling	The experiences and conversations that have brought them to this point and the area of ministry they feel they are being called to (however unclear) The reasons why they might feel called to explore lay, diaconal or Presbyteral ministry.
Character	A commitment to personal sanctification – worked out in community. Ability to reflect on their own character with understanding and humility; to learn and be teachable. Understanding how their personal relationships might affect their ministry and vice versa – and ways win which God can use those relationships to Hs glory. Understanding of power dynamics within the local church
Compassion	Love for the lost. Love for the broken-hearted, damaged and abused and how the church can provide a safe place. Love for those to whom they are called to minister.

Competence	Ability to reflect accurately upon their own strengths/ weaknesses. The range of skills they have and the way they might be used to serve the Lord Understanding of self-sacrificial, godly leadership and evidence of their leadership ability. Ability and desire to understand and share God's Word effectively in the context in which they are serving.
Capacity	The emotional, physical and spiritual awareness, robustness and resilience required for the task to which they are called. Ability to reflect on healthy patterns of work and rest.
Culture	Understanding of the culture/s in which they have been formed. Understanding of a culture other than their own Understanding of the challenges and opportunities of secular work The possibility of bi-vocational ministry for the sake of the gospel.
Communication	Demonstrate their understanding of different people / audiences. Able to communicate effectively in one-to-one and group settings Willingness to listen and engage with the opinion of others.

Appendix Seven: Affiliation Agreement: Congregation

WE [ ]
IN OUR CAPACITY AS [ ]
AND AT THE REQUEST OF THE CONGREGATION OF [ ]
HEREBY:

Ask to be welcomed by the Bishops, clergy, Congregations and Ministry Units of the Anglican Convocation in Europe (ACE) as a recognised Congregation of ACE and make the following declarations and, notwithstanding our request, we acknowledge that we are free to leave ACE at any time without hindrance or penalty:

Declarations

1. The Congregation is legally constituted as a Registered Charity and/or a Limited Company within its national jurisdiction.

2. We are a Congregation of faithful Christians where the pure Word of God is taught, and the sacraments are duly administered and will,

    2.1. be led by a Presbyter holding the licence of the ACE Bishop and,
    2.2. accept, in good conscience the provisions of the JD and,
    2.3. submit gladly to the authority of the Bishops of ACE and,
    2.4. submit gladly to the authority of the Canons of ACE and,
    2.5. be governed by a body comprised, as a minimum, of the lead Presbyter and lay representatives of the Congregation, and
    2.6. fulfil all the ACE requirements for safeguarding as set out in Canon 15, and
    2.7. provide representation to Synod as set out in Canon 12, and
    2.8. if at all possible, support ACE financially in the manner set out in Canon 13,
    2.9. assemble regularly as a gathering of not less than 25 persons having attained the age of 16 years, in person where possible and/or virtually and/or in person where necessary.

3. The Congregation has relinquished any allegiance to other denominations or ecclesial structures.

4. We understand that if we are found to be in breach of these declarations, the ACE Bishop, with the agreement of the Standing Committee of the ACE Synod may revoke our affiliation.

5. We understand that this document is subject to revision and update from time to time by the ACE Synod in order to conform to ACE's governing documents. Any updated version of this agreement will be sent to the Congregation, clearly indicating the changes, for the Congregation's review, acceptance and signature.

Signatures [ ]
Date [ ]

WE, [ ] AS THE ACE BISHOP
AND [ ] AS A REPRESENTATIVE OF THE ACE SYNOD,
HEREBY WELCOME THE CONGREGATION OF [ ]
AS A RECOGNISED CONGREGATION OF ACE,
SUBJECT TO THE DECLARATIONS MADE ABOVE.

Signatures [ ]
Date [ ]

Appendix Eight: Affiliation Agreement: Ministry Unit

WE [ ]
IN OUR CAPACITY AS [ ]
AND AT THE REQUEST OF THE MINISTRY UNIT KNOWN AS [ ]
HEREBY:

Ask to be welcomed by the Bishops, clergy, Congregations and Ministry Units of the Anglican Convocation in Europe (ACE) as a recognised Ministry Unit of ACE and make the following declarations and, notwithstanding our request, we acknowledge that we are free to leave ACE at any time without hindrance or penalty:

Declarations

1. We are a Congregation of faithful Christians where the pure Word of God is taught, and will,
    1.1. accept, in good conscience the provisions of the JD and,
    1.2. submit gladly to the authority of the Bishops of ACE and,
    1.3. submit gladly to the authority of these Canons and,
    1.4. fulfil all the ACE requirements for safeguarding as set out in Canon 15, and
    1.5. provide representation to Synod as set out in Canon 12 and,
    1.6. if at all possible, support ACE financially in the manner set out in Canon 13 and,
    1.7. desire in due course to become an ACE Congregation.

2. The Congregation has relinquished any allegiance to other denominations or ecclesial structures.

3. We understand that if we are found to be in breach of these declarations, the ACE Bishop, with the agreement of the Standing Committee of the ACE Synod may revoke our affiliation.

4. We understand that document is subject to revision and update from time to time by ACE in order to conform to ACE's governing documents. Any updated version of this agreement will be sent to the Ministry Unit, clearly indicating the changes, for the Ministry Unit's review, acceptance and signature.

Signatures [ ]
Date [ ]

WE, [ ] AS THE ACE BISHOP
AND [ ] AS A REPRESENTATIVE OF THE ACE SYNOD,
HEREBY WELCOME THE MINISTRY UNIT KNOWN AS [ ]

AS A RECOGNISED MINISTRY UNIT OF ACE,
SUBJECT TO THE DECLARATIONS MADE ABOVE.

Signature [ ]
Date [ ]

Appendix Nine: Safeguarding Standards.

https://thirtyoneeight.org/about-us/who-we-are/our-ten-standards/

Appendix Ten: Safeguarding Declaration

Pursuant of Canon 15.3 any Bishop, Presbyter or Deacon ministering to an ACE Congregation in anyway and at any time must be furnished ahead of time with the following request in writing:

"As you will be aware, as trustees/directors of [INSERT CHURCH] we have exclusive responsibility for deciding what will best enable [INSERT CHURCH] to carry out its purposes and therefore for avoiding any reasonably foreseeable actions that might hinder the charity being best able so to do.

We have therefore decided that, of necessity, we must enquire of all who minister to the Congregation as to whether there is anything in their acts, omissions or other involvement, in relation to any safeguarding issue, or their knowledge of the same (whether publicly known or not) that, should it become public, might potentially embarrass [INSERT CHURCH] or the Anglican Convocation in Europe."

Appendix Eleven: Model Clergy Contract

Statement of Employment Particulars

Employer

1. Our name (the employer) is [INSERT CHURCH]

2. The employer's address is [INSERT CHURCH]

Employee

3. The employee is: The Reverend [INSERT TITLE]

Commencement of Employment

4. The start date of your employment with us is: [INSERT]

5. The start date of your continuous employment (taking into account any employment with a previous employer which counts towards this service is: [INSERT]

6. There is no probationary period.

Job Title

7. Your job title is: [INSERT TITLE].

Duties

8. Your duties are those consistent with the position of [INSERT TITLE], being the ministry of a [Presbyter / Deacon - delete as appropriate] as described in the BCP including primary responsibility for the faithful preaching and teaching of God's word [and duly administering the sacraments - delete for Deacon] in [INSERT CHURCH], the pastoral care of the church [partners - or other description of church members], the proclamation of the gospel of Jesus in the wider community and the day to day management of the affairs of [INSERT CHURCH].

9. Throughout your employment you must also:

    9.1. serve [INSERT CHURCH] loyally and to the best of your ability and use your best endeavours to promote the interests of [INSERT CHURCH] and all that it represents;

    9.2. not (without the prior written consent) of [INSERT OFFICER(S)] of [INSERT CHURCH] be engaged directly or indirectly with any organisation or activities or event which risk you being perceived as promoting or condoning activities or beliefs that conflict with the our Christian faith as expressed in the [Statement of Belief and Practice and Statement of Values] of [INSERT CHURCH] as expressed in the [Constitution and Church Rules] of [INSERT CHURCH] .

9.3. conduct yourself in accordance with our Christian faith as expressed in the [Statement of Belief and Practice and Statement of Values] of [INSERT CHURCH] as expressed in the [Constitution and Church Rules] of [INSERT CHURCH]. This includes your conduct outside working hours.

9.4. further requirements may be made with your agreement in the [Church Rules].

10. It is a condition of your employment that at all times you hold the license of the Bishop of the Anglican Convocation in Europe and comply with the terms of that licence, including participating in [Ministry Development Reviews] and [Continuing Ministerial Formation] as required by the Bishop.

11. An occupational requirement applies to your position. Your continuing employment is dependent upon your ability to meet that requirement. Your employment may therefore be ended if by your words or actions repudiate our Christian faith as expressed in the [Statement of Belief and Practice and Statement of Values] of [INSERT CHURCH] as expressed in the [Constitution and Church Rules] of [INSERT CHURCH] .

12. You agree that (without the prior agreement of the trustees of [INSERT CHURCH] not to be involved or engaged in any other work or work-like commitments outside your normal hours of work for [INSERT CHURCH].

13. Due to the nature and changing demands of Christian ministry and church leadership, you may at any time or from time to time be required to undertake additional or other duties as necessary to meet the needs of [INSERT CHURCH] and you are expected to be flexible to accommodate such changes.

14. Your normal place of work is anywhere within [INSERT] and you may work from home when you deem it necessary.

15. You may be required to travel within the [INSERT COUNTRY OF RESIDENCE] and abroad to perform your duties.

16. You are expected to take part in events and meetings of the Synod of the Anglican Convocation in Europe as long as [INSERT CHURCH] is in an Affiliation Agreement with the same and with the encouragement and agreement of [INSERT OFFICERS] of [INSERT CHURCH] to attend other meetings and events which will assist you in the discharge of your duties. Attendance at such meetings and events form part of your normal days of work.

17. You shall respect the need for confidentiality as agreed by the [INSERT OFFICERS] of [INSERT CHURCH] .

Remuneration and Expenses

18. Your pay (before any deducting deductions e.g. for tax, National Insurance contributions and pension contributions as appropriate) is: [£] per year.

19. You are entitled, upon presentation of proof of the same and with the approval [INSERT OFFICERS] of the [INSERT CHURCH], to seek repayments of reasonable expenses incurred in respect of the following in fulfilling your duties and any single expense over [£300] shall be agreed by the same in advance of it being incurred:

    19.1. Travel.

    19.2. Costs incurred under paragraph 27 below.

    19.3. The exercise of hospitality.

    19.4. Books, publications or similar, including electronic versions of the same.

    19.5. IT and peripherals.

    19.6. Stationary.

    19.7. Any other costs agreed with the [OFFICERS] of [INSERT CHURCH] .

20. You will be paid:

    20.1. Monthly in arrears.

    20.2. no later than the last day of each calendar month

    20.3. by BACS payment direct to your bank account.

21. You must claim expenses quarterly and the same will be paid as promptly as possible.

22. Pay will normally be reviewed on or around the anniversary of the commencement of your employment. A review does not mean pay will automatically be increased.

23. [INSERT CHURCH] will honour the pension obligations to you as set out in [Part 1 of the Pensions Act 2008].

24. [INSERT CHURCH] will contribute an amount based on a percentage of your gross salary ([INSERT%]) into a pension arrangement of your choice as identified by you to [INSERT CHURCH] from time to time.

Hours of work

25. The nature of your work means that there are no normal hours of work save that you will never be paid less than the relevant rate of the National Living Wage prevailing at any one time.

26. Save by agreement with the agreement of [INSERT] your normal days of work are each day of the week save for [INSERT DAY] which shall be a day of rest [and one additional day of rest each month to be ideally taken adjacent to [INSERT DAY].

Wellbeing

27. You are expected to spend [one] working day each calendar month in personal prayer and study.

28. Your holiday year runs from [INSERT].

29. Your minimum entitlement to paid holiday each year is [36 days and bank holidays (or time off in lieu]). This may be increased by the agreement of the [OFFICERS] of [INSERT CHURCH].

30. Save with the prior agreement of [OFFICERS] of [INSERT CHURCH] your days of paid holiday each year:

    30.1. may not be taken on any of the principal Christian Feasts and Fasts being: Easter Day, Ascension Day, Pentecost, Trinity Sunday, Christmas Day, the Epiphany, All Saints Day, Ash Wednesday, Maundy Thursday and Good Friday.

    30.2. may not include more than [six] Sundays.

    30.3. at least once a year shall include a continuous period of [three] weeks.

31. Where you are unable to work for health reasons:

    31.1. You must arrange for [INSERT] or in the event that they are unavailable, another trustee to be informed as soon as possible.

    31.2. You may self-certify periods of ill-health of up to seven consecutive calendar days. For periods beyond this, a doctor's certificate is required.

    31.3. Sick pay is: Statutory Sick Pay (SSP) plus whatever is required to increase this to your normal pay as set out in paragraph 15 above for up to four weeks absence in any twelve-month period. The [OFFICERS] of [INSERT CHURCH] may in their discretion increase this period to a total of 12 weeks. The qualifying days for SSP are Monday to Sunday.

    31.4. Further provisions may be made with your agreement in [the Church Rules] including in relation to leave for family matters or for compassionate reasons.

32. At the discretion of the [OFFICERS] you will be granted an extended period study and rest of no more than [13 weeks in any seven-year period] the initial period having been deemed to commence on [INSERT] .

33. [Each calendar year you will be provided with and are required to undertake a minimum of four hours counselling with a suitable [Christian Counselling and Education Foundation] certified counsellor].

Intellectual Property

34. In relation to Intellectual Property and Copyright (save by agreement of the [OFFICERS] of [INSERT CHURCH]

    34.1. [INSERT CHURCH] retains all Intellectual Property and Copyright rights including but without prejudice to the generality of the foregoing the right to record by whatever means all sermons and teaching and to retain such recordings for public use in progressing the objects of [INSERT CHURCH] both during and after your term of employment.

34.2. [INSERT CHURCH] retains all Intellectual Property and Copyright rights in relation to writings or materials specifically prepared for use in [INSERT CHURCH] .

34.3. You retain all Intellectual Property and Copyright rights in relation to writings or materials not specifically prepared for use in [INSERT CHURCH] .

Termination of Employment

35. For you to terminate your employment, where you have informed the [OFFICERS] of [INSERT CHURCH] in advance in writing that it is your intention to leave on such notice and the trustees have confirmed in writing that they will not object the notice required is the statutory minimum. Otherwise the notice required is whichever is the greater of either the statutory minimum and three months.

36. For [INSERT CHURCH] to terminate your employment the notice required is whichever is the greater of either the statutory minimum and three months.

37. In addition, [INSERT CHURCH] may at any time by notice in writing terminate your employment with immediate effect without payment is lieu of notice or compensation if you are convicted of a criminal offence carrying a potential prison sentence and/or you lose the Bishop's license.

38. In addition, and with your agreement, the [Church Rules] may provide for further disciplinary procedures.

[Trusteeship/Directorship]

39. As [ ] of [INSERT CHURCH] you will be an ex officio [trustee/director] of [INSERT CHURCH].

Collective Agreement

40. There is no collective agreement directly affecting your terms and conditions.

Signed for and on behalf of [INSERT CHURCH] :

Signed by the [INSERT TITLE]:

Dated:

Appendix 12: ACE Vision, Identity, Values and Convictions

Our Vision

Our vision is to proclaim Christ faithfully to the nations… of Europe

"You are not alone - you have a home."

Our Identity

We are a home for faithful Anglican churches committed to making disciples of Jesus Christ across Europe to the glory of God.

Passionate about Jesus and the gospel

Our Values

Gospel-sharing
We are passionate about Jesus so we seek to be bold and creative in making disciples for him across Europe.

Spirit-dependent
We are totally dependent on the Holy Spirit to bring life, bear fruit and bring growth as we abide in Jesus, so we want our churches to be marked by expectant prayer and heartfelt worship.

Multi-cultural
We welcome and value cultural diversity across our churches, longing for the reality of the universal church that will encompass people from every nation, tribe, people and language

Transformational
We seek to live repentant, godly, servant-hearted lives, marked by the fruit of the Spirit and known for our love as we serve one another and our neighbours.

Relational
As interdependent churches we seek to demonstrate nurturing gospel generosity to one another with gracious accountability.

Historic - Orthodox - Biblical - Global - Anglican

Our Convictions

Historic
We stand for the historic Anglican faith and rejoice in the truths revealed in the Scriptures, rediscovered at the Reformation, of salvation by grace through faith in Christ alone.

Orthodox
We unite in the Jerusalem Declaration 2008, upholding the three historic catholic creeds, the Thirty-Nine Articles and the doctrines expressed in the 1662 Book of Common Prayer and Ordinal.

Biblical
We trust the Bible to be the inspired Word of God, containing all things necessary for salvation, and to be the final authority and unchangeable standard for Christian faith and life.

Global
We rejoice to be part of - and contribute to - the worldwide fellowship of faithful Anglicans brought together by the Global Anglican Futures Conference (Gafcon) and we joyfully submit to the provision by the Gafcon Primates of faithful episcopal oversight for Europe.

Anglican
We value our liturgical and sacramental heritage as a rich, nourishing and authentic expression of the gospel of Jesus Christ.

Appendix Thirteen - Standing Orders of Synod

1. Resolutions

    1.1. The main way in which the Synod expresses a view on a matter is by passing a resolution.

    1.2. Motions may be proposed by any Synod member.

    1.3. Motions should be submitted to the Standing Committee no less than 30 days before the start of Synod, signed by the proposer and seconder.

    1.4. A notice of motion may be accompanied by a succinct statement of reasons to be printed in the Synod agenda.

    1.5. Motions of which no notice has been given require the Synod to give leave on cause shown for them to be considered.

    1.6. When called by the Chair, the proposer will speak in support of the motion and the seconder may also speak in support of the motion.

    1.7. If any member wishes to speak against the motion, or move a proposed amendment, debate will proceed.

    1.8. After debate has concluded, the Chair is to ask the Synod to vote on any amendments. After any amendments have been agreed or rejected, the Chair is to ask the Synod to vote on the (amended) motion.

    1.9. If no member wishes to speak against the motion or move an amendment, the Chair is to ask the Synod to vote on the motion.

    1.10. If a motion is passed it becomes a resolution of Synod.

2. Speeches

    2.1. The Chair must determine the order in which speakers speak.

    2.2. The Chair must confine each speaker to the subject matter of the debate.

    2.3. No member may interrupt a speaker, except to raise a point of order, which must be raised through the Chair.

    2.4. The following time limits for speeches apply:

        2.5. For a motion to amend the Canons, the proposer may speak for up to 15 minutes, and up to 5 minutes in reply;

2.6. For any other motion, the proposer may speak for up to 8 minutes, and up to 5 minutes in reply;

2.7. Other members may speak for up to 5 minutes;

2.8. No member may speak more than once on the same motion except, when invited by the Chair to give an explanation, or when exercising a right of reply.

2.9. In relation to 2.7, the Chair may restrict the time limits of speeches in order to allow more representatives to speak.

2.10. A debate may be curtailed by a procedural motion passed by 75% of Synod.

3. Non-members of Synod

3.1. So far as may be practicable, Synod should provide for a public gallery for persons who wish to observe the proceedings of Synod.

3.2. Synod may, by resolution, designate named persons as 'Observers', to be seated in the Synod and on the invitation of the Chair may be invited to speak but not vote.

3.3. Synod may, by resolution, determine that part or all of its proceedings be held in closed session, and observers and members of the public must then leave the room where the Synod is meeting.

4. Minutes of Proceedings

4.1. The Standing Committee must keep, or cause to be kept, a full and accurate record of Synod proceedings.

5. Amending Standing Orders

5.1. These Standing Orders can be amended by resolution of Synod.

6. Application of Standing Orders

6.1. Any question about the application of these Standing Orders, the form of motions and voting during a session of the Synod is to be decided by the Chair. The Chair's decision on all such questions is final unless immediately altered as a result of a motion without notice agreed to by the Synod.